

An Analysis of the Employment Status and Countermeasures of the "Post 00s" College Students in the Post Epidemic Period

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Abstract: Due to the continuous impact of the COVID-19, the employment situation of college graduates is complex and grim. At the same time, according to the statistics of the Ministry of Education, the number of graduates in 2022 will reach 10.76 million, an increase of 1.67 million over last year, and the number of graduates will exceed 10 million for the first time. The continuous growth of the number of graduates has also led to increased employment competition and pressure. In the face of the impact of the epidemic and the increasing downward pressure on the economy, China has successively launched a policy combination of "reducing, easing, returning and supplementing". However, the keywords such as slow employment, lazy employment and avoiding employment are still popular words in the current employment situation of graduates, and their development trend is increasingly severe. In this paper, the "post-00s" college graduates in the epidemic period are the research objects. Through data analysis of their employment status and causes, we propose targeted countermeasures and suggestions, hoping to contribute to the promotion of college students' employment.

Keywords: post epidemic period; employment of college graduates; career planning; employment awareness

College graduates are valuable human resources. To solve the employment problem of college students is not only conducive to their own work development, career planning and social harmony and stability, but also conducive to promoting economic growth and the development and progress of national undertakings. And the Party Central Committee attaches great importance to the employment of college graduates, and has taken a series of policy measures. Therefore, it is of great significance to carry out research on the employment status of "post - 00s" college students in the post epidemic period, and explore the corresponding solutions and improvement measures.

1. The Influence of COVID-19 Epidemic on College Students' Employment

1.1. Decrease in recruitment of market jobs

Under the continuous impact of the COVID-19, many industries have suffered great fluctuations. With the government effectively coordinating the epidemic prevention and control and economic and social development, increasing the stability of the market economy and introducing a series of enterprise support policies, the domestic economy is developing well in stability. However, the domestic epidemic situation has spread in many places, which has also brought a lot of uncertainty to the economic recovery. The situation of the employment market is slowly "warming up" in a short period of time, and the reduction of employment opportunities has a greater

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impact. In addition, in order to reduce economic costs, enterprises will also pay more attention to post experience and comprehensive ability in the selection of candidates in the context of epidemic economy. Most college graduates have less social work experience and weak competitiveness. And in the face of the increasing number of college graduates, the decreasing employment rate of former graduates and the increasing number of laid-off workers, the employment pressure of graduates can be imagined.

1.2. Complicated recruitment approach

The COVID-19 prevention and control measures have been normalized to ensure the personal safety of individuals and others. Students should adapt to the inconvenience of management and control on employment while adapting to the school epidemic management. The way and process for students to enter and exit schools, cross provinces and cities, and apply for jobs are complicated, and it is inevitable to delay employment efficiency. Moreover, the recruitment time and place of enterprises and units will also change in real time due to the changes of the epidemic situation, which will bring many uncertainties and obstacles to the employment of graduates.

1.3. The anxiety of college graduates is more common

Before the COVID-19, "freedom" was one of the pronouns of college students. A few days ago, a college student's online self-report caused a heated debate. The student said that it was particularly sad because the epidemic happened in the university when he could freely spend his time and money. The super high ratings and comments related to the video can be seen from the high recognition of contemporary college students. Since the outbreak of COVID-19, the closure of cities, districts and schools has been normalized, and health codes, travel cards and nucleic acid testing have become necessary for travel. It is customary to postpone going back to school, home observation, online teaching, etc. Students' emotions have also become the focus of colleges and universities. In particular, in the intersection stage of epidemic control and employment, graduates will inevitably have anxiety and anxiety, which will affect their enthusiasm for finding jobs [1].

2. An Analysis of the Employment Situation and Reasons of the "Post 00s" College Students

2.1. Current situation

2.1.1. The postgraduate entrance examination and civil service examination became the mainstream

In recent years, the number of people taking the postgraduate entrance examination and civil service examination is increasing. According to statistics, the number of students taking the postgraduate entrance examination in 2022 has climbed from 3.77 million in 2021 to 4.57 million, while the number of applicants for the postgraduate entrance examination in 2020 is 3.41 million; In 2022, the number of people who have registered for the written examination of the national examination will exceed 2 million, reaching 2.123 million. In 2022, the number of graduates will be 10.76 million, accounting for about 40% of the graduates. The number of civil service examinees also accounted for about 20%.

On the one hand, with the increase of the average level of education in China, graduate education is becoming more and more popular. In order to improve professional ability, cultural level and employment competitiveness, more and more students are taking the postgraduate entrance examination; On the other hand, with the occurrence of COVID-19, the economic market has been subject to fluctuations. The stability of civil servants' work has become a more important point for graduates. However, the competition pressure of the postgraduate entrance examination and civil service examination is high, and the probability of success is not high. It will also lead to that most of the students have not successfully found a job after preparing for one year, nor have they been admitted to graduate school or civil service.

2.1.2. The phenomenon of "slow employment" is becoming increasingly prominent

There are many reasons for the phenomenon of "slow employment". The main reason is that the market demand is saturated, and students tend to choose fewer jobs. "Slow employment" can be divided into active and passive types. Active slow employment means that some college students do not want to enter the working state

immediately after graduation and do not plan to continue their studies. Instead, they choose to travel temporarily or make an entrepreneurial investigation, and slowly think about their own life direction. Most of these students' families have good economic conditions, so they don't have to worry about living expenses. Passive slow employment refers to that students are unable to apply for the expected unit due to their personal ability, and are unwilling to choose the position they can apply for at a low level, this is the current situation of graduates who are in an awkward position in the middle and forced to enter "slow employment" [2].

"Slow employment" is a double-edged sword. Although some students can adjust their status and clarify their future life direction and goals, it is a manifestation of responsibility for themselves. However, the effect on other students may be opposite, because the society is sustainable development, and slow employment tends to cause disconnection from the society, increasing a sense of fear of employment. In turn, it turns into lazy employment and employment avoidance. This is not conducive to students' personal development, but also to social harmony and stability and the healthy development of the economy.

2.1.3. Increase in flexible employment

At present, the employment direction of graduates is more diversified. With the rapid development of the sharing economy, platform economy and part-time economy, new types of flexible employment are increasing. Flexible employment refers to flexible and diverse employment modes such as self-employed, part-time and new forms of employment. College students have become a new force in flexible employment. The "post-00s" are a generation growing with the Internet. Internet thinking is more active and innovation ability is more prominent. Therefore, unlike the general flexible employment, the "post-00s" college students' association is more inclined to employment and entrepreneurship in the context of the Internet, big data, etc. For example, open online stores, short video bloggers, self-entrepreneurship, and all media operations. In addition, "internship" is also one of the main forms of flexible employment for college students.

The flexible employment of college students is accompanied by certain risks. First, the legal relationship is vague; Second, the risk of occupational injury cannot be guaranteed; Third, the stability of employment is poor. And how to better avoid risks requires more caution when signing the contract, and take the initiative to understand China's various safeguard measures for flexible employment. In recent years, China has clearly increased its support for flexible employment and improved the protection of the rights and interests of flexible employees. In the 2022 Government Work Report, it is also pointed out that social security subsidies will continue to be given to flexible employment personnel, and registered residence restrictions on participating in social insurance in the place of employment will be lifted.

2.2. Cause analysis

2.2.1. Related to the family's economic situation

There are many reasons for the employment situation of "post - 00s" college students, among which the "slow employment" phenomenon is closely related to the students' family economic situation and family concept. According to the relevant survey, more than half of the "waiting for employment" graduate families are middle-income families. With the continuous improvement of the average level of education in China, the educational level of the parents of "post-00s" college students has also improved significantly, and the family's economic situation is better. The good economic situation of the family has weakened the life pressure of students and the driving force of "work upon graduation", and more and more parents are open-minded towards their children, believing that children do not need to find jobs as soon as possible. There are also some parents who do not want their children to work in the society too early, and are worried that their children cannot adapt to the change from school to society. This kind of indulgence to students also increases the degree of "slow employment".

2.2.2. College students' career planning is not clear

In the process of employment, "post-00s" college students are prone to problems such as value deviation, weak employment awareness, poor ability to resist pressure and frustration, and career confusion. Such problems will lead to employment delay, and they are prone to fear of employment after successive setbacks. In order to

find a "way out", some students may choose to take the postgraduate entrance examination, civil service examination and flexible employment to ease their and their families' anxiety. Some students may also choose slow employment, lazy employment or even escape employment.

The reasons for the above situations are mainly due to the unclear career planning of the students themselves. Unclear career will increase career confusion, which also reflects the lack of self-consciousness of students. Many college students have just entered the society, and the transition from students to workers cannot be quickly adapted, which will also produce great psychological pressure. Therefore, it is necessary for college students to make career planning before employment.

3. Countermeasures and Breakthroughs

3.1. *Strengthen the publicity of relevant national policies*

Since the 18th National Congress of the Communist Party of China, the Party Central Committee with Xi Jinping as the core has attached great importance to employment work, clearly put employment at the head of "six stability" and "six guarantees", introduced relevant policies to help enterprises solve difficulties, expand the number of employment positions, and continue to establish and improve the corresponding guarantee measures for flexible employment. According to "The Report on the Implementation of China's Fiscal Policies in the First Half of 2022" released by the Ministry of Finance, the central government's employment subsidy fund in 2022 has increased to 59.758 billion yuan, which is used to solve the employment and entrepreneurship problems in various regions. In addition, all relevant national policies need to be publicized to create a good social atmosphere. Let students further understand and master the employment policy, which is not only conducive to promoting the smooth employment of students, but also conducive to national economic construction and social stability.

3.2. *School level*

a. Open employment information channels. Relevant departments and counselors of the school shall transmit all kinds of information in a timely manner. For graduates, we will hold regular employment lectures and promotion meetings to help students seeking jobs connect with applicants. We also need to find out the students' job demands and job recruitment requirements, so as to better provide students with more effective information.

b. Carefully organize and carry out campus job fairs. Enrollment is a very important opportunity for graduates. Because school recruitment is basically formal recruitment, and the recruitment units of school recruitment have higher reliability after screening at the school level. In addition, many posts, such as state-owned enterprises, public institutions or civil servants, are only for new graduates. Enterprises participating in school recruitment will also pay more attention to the plasticity and initiative of graduates. Compared with social recruitment, which pays more attention to work experience and ability, school recruitment has a greater chance of success.

c. We will improve the education system and strengthen employment guidance. Improve the employment guidance course and scientifically guide students to plan their career. In addition, all departments should help students improve their employment awareness in an all-round way. On the one hand, relevant symposiums, experience sharing meetings, and student exchanges were held to solve the problem of employment awareness. On the other hand, arrange government affairs practice, the Communist Youth League to promote the employment of college students and other practical activities to strengthen students' working ability, comprehensive ability and anti-pressure ability. In addition, communication and assistance should be carried out in student practice to help students relieve pressure and guide students to determine their development direction.

d. Pay attention to students' psychological health, and timely investigate and guide students' psychological pressure. Establish and improve relevant account manuals, build a four level linkage mechanism of school college class dormitory, and arrange a psychological counseling hotline and daily heart to heart talks with counselors. Organize psychological symposiums, thematic class meetings, exchange meetings, etc. to guide students to correctly treat employment pressure, and cultivate all-round development contemporary college students with high psychological quality.

3.3. Family guidance

The parents of college graduates should maintain a positive outlook on employment, help guide students to pursue their life ideals, realize their own values and move towards a better future [3]. Enhance college students' morale, backbone and confidence, as well as their self-improvement and perseverance. Improve the ideological realm, integrate the "ego" into the "big ego", and go to the place of serving the society and the people. Live up to the times and glorious youth, and become a qualified builder and reliable successor of the socialist cause.

3.4. Students

As a contemporary college graduate, we should learn to be down-to-earth, enhance our self-awareness, and treat our personal conditions and social needs correctly. Strive to learn professional knowledge, work conscientiously and pursue progress, strengthen self-training, improve their comprehensive ability, and improve their psychological quality and anti-strike ability. We should also aim high, be a dreamer in the new era, create a wonderful life in the struggle, and contribute youth and strength to the motherland and the people.

3.5. Help for key students

We will help key groups, especially students from low-income families, students from monitored families, disabled students from economically disadvantaged families, and graduates who have not been employed for a long time. Implement relevant policies to help students find jobs smoothly. When students are in school, looking for jobs, and entering the workplace, they should take relevant assistance one by one to help students improve their competitiveness, comprehensive ability, psychological quality, etc. Help students complete the transition from school to society, and help students realize their personal values.

4. Conclusion

Employment concerns thousands of households, so we should adhere to the strategy of giving priority to employment. In 2022, the total number of college graduates exceeded 10 million for the first time. At the same time, affected by the COVID-19 and the increasing downward pressure on the economy, employment is facing many difficulties. In the post epidemic period, how to stabilize the employment of graduates and break through the employment pressure is the key issue [4]. Through targeted investigation, this paper analyzes the difficulties in graduates' employment, and puts forward countermeasures and breakthroughs from the aspects of policy implementation and publicity, various work that universities should carry out, families and students themselves, to jointly escort the smooth employment of college students, promote the healthy development of economy, and promote social harmony and stability.

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